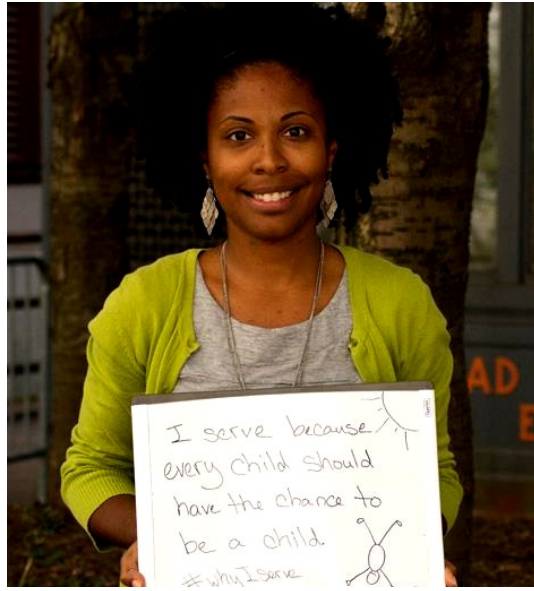


SERVE PHILADELPHIA VISTA POSITIONS 2020 - 2021



SERVE PHILADELPHIA
VISTA CORPS 

 OFFICE OF CIVIC ENGAGEMENT & VOLUNTEER SERVICE

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 OFFICE OF CIVIC ENGAGEMENT & VOLUNTEER SERVICE

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OFFICE OF CIVIC ENGAGEMENT & VOLUNTEER SERVICE

The Mayor's Office of Civic Engagement and Volunteer Service is now accepting applications from qualified candidates to join the 2020-2021 Serve Philadelphia VISTA Corps. VISTAs serve full-time for a year working on systems level change in City government. Our administration, led by Mayor Jim Kenny, has invested in a multi-pronged approach—focused on stabilizing households, increasing skills and incomes, and investing in education—to lift residents out of poverty and to break the cycle for future generations. The work of Serve VISTAs is an important part of moving the City's anti-poverty strategy forward. Applications close April 30th.

What do Serve VISTAs do?

Each VISTA position is unique to the City department or initiative, but all Serve Philadelphia VISTAs build capacity. Capacity building activities can include, but are not limited to:

- Creating tools, systems and guides like databases, policy briefs and marketing materials.
- Generating resources through partnerships, volunteers and/or grant-writing.
- Developing, organizing and/or assessing programs, events and/or meetings.
- Supporting, establishing or strengthening cross-departmental and cross-sector partnerships.

Requirements:

- Bachelor's degree
- US citizen or permanent resident*
- Criminal background check (if accepted)

*See [AmeriCorps VISTA FAQs](#) for more info

Start date: July 20th, 2020

End date: July 20th, 2021

Term of Service: 1 year

Qualifications:

- Demonstrated interest in anti-poverty efforts, social justice and volunteerism.
- Able to work and collaborate with diverse communities and stakeholders.
- Strong organizational, time management and communication skills.
- Open to new experiences and growth.
Each individual VISTA position lists additional preferred qualifications that are relevant to that assignment.

Benefits:

- Bi-weekly living stipend (approx. \$542.22)
- Segal Education Award (\$6,195) or End of Service Award (approx. \$1,800)
- Relocating 50+ miles to serve: settling-in allowance of up to \$750 and relocation travel allowance of \$0.40/mile
- Monthly SEPTA transportation pass (Zone 1)
- Ten days of personal leave and ten days of medical leave
- Healthcare Allowance or Health Benefit Plan
- Loan Forbearance or Deferment for Federal Student Loans
- +5 points on the City of Philadelphia's Civil Service exam
- Non-Competitive Eligibility (NCE) for federal jobs
- Monthly professional development and team building
- Valuable work experience and networking with local government and partners

The Serve Philadelphia VISTA Program is committed to diversity and inclusion. Minorities, women, individuals with disabilities and veterans are strongly encouraged to apply.

Applications close April 30th 2020 11:59 PM

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Behavioral Health Strategic Priorities VISTA Department of Behavioral Health and Intellectual disAbility Services

Project Goal

Nearly half of Philadelphia is eligible for Medicaid, demonstrating the poverty of our city. This project will target the strategic priority areas of homelessness, children/families, substance use, treatment access, and justice system. The VISTA will align, coordinate, & integrate a continuum of treatment, supports, and services to maximize impact. The VISTA will facilitate the collection of data/information for communication, education, and to identify outcomes. From a population health approach, this project will span a vast continuum that addresses not only behavioral health, but also the social determinants of health. This project will facilitate data-driven decision making and policy so that we can maximize our community impact.

VISTA Role

Implement the Centralized System for Requests which catalogs data and information on various programs, initiatives, and services.

Key Activities

- Collecting and cataloging data and information from various programs, initiatives, and services. Share data/information on various community-based initiatives through internal and external communications. The goal will be to increase community participation in these initiatives.
- Create and update communication educational materials that highlight the various programs, initiatives, and services. These materials will be given to community members and leaders to reduce stigma and educate the community on behavioral health being just as
- Important as physical health, and increase participation in prevention, early intervention, and treatment services.
- Project management of mission critical initiatives and pilots to expand treatment access. The goals of these efforts are to get more people participating in treatment at a faster rate.
- Aligning and coordinating data and information (outputs) to explore the identification of outcomes. The outputs will inform impact and can be matched with other available data to explore outcomes. With outcomes, the success rate of these activities can inform decision making around expansion and best practices.

Preferred Skills/ Experience

- Evaluation or communications experience preferred

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PHL PreK Social Emotional Support VISTA Department of Behavioral Health and Intellectual disAbility Services

Project Goal

To assist with the establishment and evaluation of DBHIDS' effort to support children in Philadelphia Pre-K programs who are experiencing social emotional and behavioral concerns and who may be at risk of expulsion. DBHIDS has received support, through a time limited Behavioral Health Reinvestment grant, to fund two positions: an Enhanced Early Childhood Mental Health Consultant and a Family Navigator. These positions will provide direct support to families and Early Learning and Child Care Providers to address and identify gaps in services and supports. The DBHIDS Pre-K VISTA will support the DBHIDS PreK team to develop an effective protocol for addressing the social emotional and behavioral concerns of young children in PHL PreK .

VISTA Role

The PHL PreK Social Emotional Support VISTA will be part of a team that develops a model and protocol for addressing the social emotional and behavioral concerns of young children in PreK.

Key Activities

- The VISTA will work with the PHL PreK Social Emotional Support team to identify gaps in services and support to PreK staff and families and make recommendations to address these gaps.
- The VISTA will support the PHL PreK Social Emotional Support team to develop policy and practice that meets the requirements of Pennsylvania's Office of Child Development and is in collaboration with existing public and private partners including Community Behavioral Health.
- The VISTA will assist in the design and development of data collection, progress reporting and the evaluation of the effectiveness of this effort.

Preferred Skills/ Experience

- The VISTA should be skilled in research, writing and project management. I
- Interest in improving outcomes for young children.

Crisis Response Systems VISTA Department of Behavioral Health and Intellectual disAbility Services

Project Goal

Individuals with behavioral health needs constitute some of the most vulnerable citizens of Philadelphia. Many are poor and homeless. For many the initial point of entry into the behavioral health system is the Crisis Response Center (CRC). VISTA member will be assigned to the office of the Chief Medical Officer for DBHIDs to work on a project to improve patient flow through the CRC. VISTA will assess workflow through each CRC using a predetermined template to create a process map. VISTA will work with CRC Directors to identify bottlenecks throughout the intake, assessment and discharge process. The goal is to collect actionable data to use to identify opportunities to improve the process.

VISTA Role

Data collection in Crisis Response Center to improve patient flow through the Crisis System.

Key Activities

- Create a structured data collection instrument.
- Create a detailed process map for patient flow through CRC.
- Collect data on wait times, evaluation times, discharge and aftercare.
- Communicate results to CRC directors in written and oral forms.
Conduct "secret shopper" surveys of the CRCs to collect qualitative data.

Preferred Skills/ Experience

- Skill in using Microsoft office suite, including Excel, PowerPoint.
- Experience working in mental health or crisis/emergency services preferred.
- Some knowledge of data collection and analysis preferred.
- Creativity and resourcefulness.

Infant and Toddler Homelessness Resource VISTA Department of Behavioral Health and Intellectual disAbility Services

Project Goal

To improve Infant Toddler Early Intervention's (ITEI) capacity to identify potentially eligible infants and toddlers who are experiencing homelessness by supporting a collaboration between Infant Toddler Early Intervention and the Office of Homeless Services (OHS) along with OHS' community partner agencies, that accounts for recent changes in OHS policy and practice, leverages the available data systems, operates with limited resources and successfully connects vulnerable and impoverished families with young children to Infant Toddler Early Intervention.

VISTA Role

The VISTA will help us transform our outreach and connection to families with infants and toddlers who are experiencing homelessness.

Key Activities

- The VISTA will work with the Infant Toddler Early Intervention (ITEI) team, especially EI Intake and Child Find, to identify practices that support the identification of young children who are potentially eligible for ITEI.
- The VISTA will support the ITEI team to ensure that we are aware of and responsive to current policy and practice by the Office of Homeless Services, to improve our effectiveness with this collaboration.
- The VISTA will assist in the development of data collection and reporting to evaluate the effectiveness of our efforts to identify infants and toddlers who are experiencing homelessness.

Preferred Skills/ Experience

- The VISTA should be skilled in research, writing and project management.
- They should have an interest in improving outcomes for young children.

Early Intervention VISTA Department of Behavioral Health and Intellectual disAbility Services

Project Goal

The beginning of one's life has a direct impact on future health outcomes, academic success and overall development. Infant Toddler Early Intervention serves children from birth to three years of age that exhibit or are at risk for delays in their learning and development. The implementation of Early Intervention strategies allows for children to start their life with their best foot forward. The Infant Toddler Early Intervention VISTA will work to improve long-term health and education outcomes for children by enhancing and increasing participation in Early Intervention, especially for those families affected by substance (including opioid) use, and by working to alleviate gaps in effective service delivery.

VISTA Role

The Infant Toddler Early Intervention VISTA will support the next level implementation of Philadelphia's Plan of Safe Care, a required and coordinated plan for infants prenatally exposed to substances, including alcohol, and their families.

Key Activities

- Support Infant Toddler Early Intervention to develop procedures and practices that help infants who are prenatally exposed to substances connect with Early Intervention and their mother or other family members connect with supports and services to address addiction, behavioral health and other related needs.
- Identify and support the implementation of evidence based interventions, including training and resources, that specifically address the needs of infants prenatally exposed to substances, including alcohol.
- Develop protocols for Service Coordinators and Early Interventionists to use to support their work with mothers and family members who are affected by substance use and to effectively connect the family with services and supports for addiction or behavioral health.

Preferred Skills/ Experience

- The VISTA should be interested in or skilled at research, writing and project management.
- They should be interested in improving outcomes for young children.

Child Trauma Prevention VISTA Department of Behavioral Health and Intellectual disAbility Services

Project Goal

VISTA will support PACTS' mission of increasing the access to evidence-based trauma services for underserved and vulnerable youth and families impacted by poverty, racism, and violence in Philadelphia. VISTA will achieve this by Improving data gathering processes, making such data readily available for our 20 PACTS partner agencies and proposing innovative ways to partner with the communities we serve in order to ensure their active participation in the services we provide them.

VISTA Role

VISTA will support access to and delivery of trauma informed care strategies in Philadelphia focusing on being responsive to the most vulnerable populations.

Key Activities

- Design data collection instruments in order to investigate trends in the services that PACTS offers. Collect, synthesize, and analyze data we collect to inform PACTS strategies.
- Develop and update PACTS provider databases.
- Conduct maintenance checks on the PACTS website and provider map.
- Design and update resource guides for the vulnerable populations PACTS has identified to serve. Input national outcome data into the Substance Abuse and mental health Services Administration data entry system.
- Assist in coordination and planning of PACTS events.
- Utilize Twitter to share events, articles, and research regarding trauma to community members. Work with the Evidence Based Practice and Innovation Center (EPIC) to develop communication strategies that support the goals of both programs

Preferred Skills/ Experience

- Our VISTA member is someone who thrives among diverse communities and who shows both competence and willingness to work with underserved and marginalized youth and families, especially sexual orientation and gender identity minorities, African-American and Latino youth and families who lived under the federal poverty line.
- Our VISTA member is also committed to providing LGBTQ communities and young children with access to the most effective behavioral health care at no-cost.
- Shares our vision that historically underserved and marginalized communities need and deserve to be treated with upmost respect, served with high competence and provided with concrete opportunities to come out of poverty.

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Family Engagement VISTA Department of Human Services

Project Goal

The Family Engagement VISTA will develop outreach and communications targeted for families and older youth at risk for becoming involved with the child welfare system. Poverty is a risk factor for involvement with child welfare systems. With 34% of Philadelphia's children living in poverty, the Philadelphia Department of Human Services (DHS) has made recent strategic investments in community-based prevention resources. Aligned with these services, the VISTA will develop and coordinate communications designed to increase family engagement with prevention services. At the end of the three years, the VISTA will have researched, tested, and delivered seamless pathways for ongoing family and older youth engagement.

VISTA Role

The VISTA will research, propose, write content, and create a distribution plan to engage families and older youth in DHS prevention services.

Key Activities

- Assist with media communications regarding implementation of the Family First Prevention Services Act.
- Inventory the current family engagement portfolio of outreach materials and updated as needed. Using existing data, identify key neighborhood partners to include in distribution plan.
- Aligned with goals of the Family First Prevention Services Act, and working with Philadelphia DHS Community Based Prevention Services Division, as well as the Commissioner's Action Response Office, create new communications tools for outreach to families identified through diversion efforts.
- Working with the DHS communications team, contribute new content for its "parent voices" campaign—to elevate the benefit of the department's parenting programs and de-stigmatize needing help. Create listserv of prevention providers to promote regular communication and updates regarding services available to families.

Preferred Skills/ Experience

- Strong writing skills.
- Desire to work with a dynamic team of communications professionals.
- Flexible.
- Ability to summarize and translate policy into plain language.

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Immigrant Outreach Program VISTA Department of Revenue

Project Goal

We estimate that more than 105,000 eligible households don't take advantage of Real Estate Tax assistance, including the Homestead Exemption (now worth up to \$629 every year) and the Low-income Senior Tax Freeze (which freezes the tax bill of low-income seniors). We believe that immigrant communities are especially vulnerable to real estate assessment fluctuations in rapidly changing neighborhoods. We plan to use a VISTA to test engagement strategies that spur action in immigrant communities with the goal of improving participation in Real Estate Tax assistance programs in those communities. Ultimately, the VISTA will produce a road map of best practices that Revenue can incorporate into our existing outreach efforts.

VISTA Role

This year, the VISTA will collaborate with Revenue's research staff to utilize income, language, and assistance enrollment data to refine our understanding of enrollment gaps, and lay the groundwork with community groups for future service delivery.

Key Activities

- Collaborate with Revenue's research staff to utilize income, language, and assistance enrollment data to refine our understanding of enrollment gaps.
- Meet stakeholder groups (such as neighborhood action committees, CDCs, and faith-based organizations) and survey their staff and constituents
- Work with the City's data scientist to design an intervention that can be measured with statistical Methods.

Preferred Skills/ Experience

- Bi-lingual in any language prominent in Philadelphia's immigrant communities (Spanish, Mandarin, Korean, French, etc.)
- Data analysis (acceptable experience includes coursework in Microsoft Excel, statistics, economics, GIS, or related topics)
- Demonstrates oral and written communication abilities
- Demonstrates instances of ingenuity and problem-solving skills

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Tax Foreclosure Prevention VISTA Division of Housing and Community Development

Project Goal

Annually, thousands of Philadelphia homeowners and their families face tax foreclosure. The Division of Housing and Community Development, through its Neighborhood Advisory Committee program, works to connect residents to resources that can help them remain in their homes. The Tax Foreclosure Prevention VISTA will develop a comprehensive data and evaluation system for DHCD's tax foreclosure prevention outreach initiative and inform outreach strategy and procedure through analysis and best practice research. The VISTA will institutionalize data sharing among key stakeholders and develop a standardized approach for data management and process and outcome evaluation.

VISTA Role

The Tax Foreclosure Prevention VISTA will develop a comprehensive data and evaluation system for the Division of Housing and Community Development's tax foreclosure prevention outreach initiative.

Key Activities

- Work with key stakeholders to identify and address primary data and reporting needs
- Create an internal system for data management and reporting
- Develop tools for communicating outreach efforts, outcomes, and impact.

Preferred Skills/ Experience

- Bachelor's degree in the Social Sciences, Urban Studies, or related field
- Experience/coursework in data management, data analysis, data visualization, and program evaluation
- Experience/coursework in GIS preferred; Programming experience/coursework a plus
- Proficiency in Microsoft Office Suite (particularly Excel and/or Access)

Blight Reduction VISTA Law Department

Project Goal

Law's VISTA will assist with determining best practices in Code Enforcement specifically as to rental properties with outstanding violations, which disproportionately impact low income tenants, and vacant properties and lots, which devalue neighborhoods, cause blight and lead to increased violence in communities. The VISTA will research how to make the process more efficient so that landlords and tenants can more readily resolve minor disputes without resort to court as well as addressing vacant blighted properties. The VISTA should find means to streamline the process so that limited enforcement resources can be appropriately directed at the worst offenders.

VISTA Role

The VISTA will assist Law in finding alternate means of dispute resolution for cases involving low income property owners and tenants, developing effective strategies for addressing blighting conditions caused by vacant properties, so that limited enforcement resources can be focused on pursuing chronic offenders.

Key Activities

- Research alternative dispute resolution methods for landlord/tenant complaints.
- Research alternative means for enforcement for vacant properties.
- Create metric for measuring crime-reduction/blight reduction impact of strategies.

Preferred Skills/ Experience

- Legal background
- Interest in law/policy

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Poverty and Mental Health VISTA Managing Director's Office, Community and Culture

Project Goal

Neighborhood libraries and recreation centers are hubs where people come together to learn, seek employment, improve their health and connect to others. Preliminary data suggests that a significant % of people who frequent libraries and rec centers, in Philadelphia, live at or below the national poverty line. Research shows that poverty and mental health issues tend to reinforce each other. We intend to use a VISTA to perform survey research and conduct data analyses to inform the development of a behavioral health training curriculum for library and recreation staff. The VISTA will also draft grant applications to identify funding for programs to address trauma and behavioral health needs that are prevalent in low-income communities.

VISTA Role

The VISTA will work with the Department of Parks & Recreation, the Free Library of Philadelphia, the Managing Director's Office, and community-based organizations to collect and analyze data and information around community needs and wants to inform a behavioral health training curriculum for library and rec center staff by designing and administering a series of surveys for staff and the community.

Key Activities

- Develop a staff and community survey to assess behavioral health training and programmatic needs.
- Administer surveys and analyze survey data.
- Use survey data to inform the development of learning objectives and curriculum content for behavioral health training FLP and PPR workers.

Preferred Skills/ Experience

- Survey development and data analysis
- Strong written communication skills
- Interest in behavioral health issues, policy and programming

Workforce Systems VISTA Managing Director's Office, Rebuild

Project Goal

As part of a multi-year investment in the City's parks, rec centers & libraries, Rebuild is leveraging contracts to create career pathways for women & minorities interested in trades union membership. Our goal is not to launch stand-alone projects but to align existing programs to create sustainable opportunity access. A VISTA will support program growth/development by conducting research, assisting with partnership development, and supporting program participants. This will expand staff capacity (now comprising 1 FTE) to create replicable long-term programs. Opening union resources (family-sustaining wages, benefits, long-term careers) to historically-marginalized talent pools can create generational wealth/build economic capacity.

VISTA Role

The Workforce Systems VISTA will support the establishment and growth of Rebuild's workforce development programs by conducting research, analyzing data, engaging stakeholders, and helping to build partnerships.

Key Activities

- Analyze Rebuild's growing applicant pool to better understand prior career pathways and identify potential barriers to long-term success
- Compile information about potential partner organizations (training providers, recruiting agencies, etc.)
- In collaboration with other stakeholders, create an outreach plan that can be operationalized for each cycle of program recruitment
- Create planning tools that can be operationalized for stakeholder engagement events (e.g., focus group templates, job fair work plans, etc.)
- Research best practices in workforce development programs in other municipalities across the United States

Preferred Skills/ Experience

- The ideal candidate will have strong communication and writing skills
- Experience with research and data analysis.

Child Behavioral Health VISTA Managing Director's Office, Health and Human Services

Project Goal

The Child Behavioral Health VISTA will develop new pathways for children and youth to access mental health services in Philadelphia. This includes building upon the existing landscape of behavioral health services available for Philadelphia youth to develop implementation strategies of new services, before building the capacity to sustain increased access to preventative mental and behavioral health services.

VISTA Role

The Child Behavioral Health VISTA will work with the city's child serving agencies as well as with committed external stakeholders to expand access to, improve the quality of and support the implementation of new school and community based behavioral health services to build resiliency for youth across the City.

Key Activities

- The Child Behavioral Health VISTA will coordinate with various City agencies and external partners to:
- Monitor the implementation of new behavioral health initiatives for youth through project management.
- Support the integration of addressing behavioral health needs for youth across multiple Health and Human Services departments and partners, with a focus on youth involved in multiple systems.
- Track the progress on key performance metrics to analyze what programs are effective, what programs are needed and where readjustments are needed to reach implementation goals.
- Build capacity to expand key effective behavioral health initiatives in future phases of rollout work. Work to improve the quality of services delivered to youth, researching best practices and presenting findings to relevant stakeholders.
- In an effort to increase services capacity of medical, social services, school, community agencies, and City departments to create sustainable systems of intervention for children who are not currently receiving critical services.

Preferred Skills/ Experience

- The VISTA should have strong interpersonal skills to collaborate with various partners
- A successful VISTA will be comfortable managing and organizing multiple ongoing projects
- They should be able to communicate verbally in a clear and concise manner. Overall, an interest in access to health care, particularly for children and youth, is paramount.

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Opioid Abuse Prevention VISTA Managing Director's Office, Health and Human Services

Project Goal

The VISTA will serve low-income Philadelphians at risk of developing or suffering from Opioid Use Disorder. In 2018, the number of Philadelphia drug overdose deaths totaled approximately 1,150. In 2017, drug overdoses were the 3rd leading cause of death in Philadelphia, with 88% of all unintentional drug overdose deaths related to opioids. The epidemic is especially prevalent among Philadelphia's most vulnerable populations. The Opioid Abuse Prevention VISTA will build City capacity to stem the tide of the opioid crisis by strengthening the coalition addressing the opioid crisis and increasing the efficiency of services.

VISTA Role

The VISTA will support the City's cross-departmental opioids-related efforts and help coordinate the implementation of a new five-year plan to make treatment, and community healing initiatives sustainable while driving down new cases of opioid use disorder.

Key Activities

- Work with the Philadelphia Department of Public Health, the Department of Behavioral Health and Intellectual disAbility Services, and other key stakeholders to identify resources that would meaningfully enhance their capacity to treat and prevent opioid addiction.
- Develop, improve, and implement systems to identify, track, and manage stakeholders' commitments and contributions to addressing the opioid crisis.
- Coordinate the role of Health and Human Services departments in the transition from the City's emergency response to an ongoing, sustainable set of activities to address the opioid crisis.
- Build the City's capacity to address broader issues related to preventing new cases of opioid use disorder, including the prevalence of poly-substance use and co-occurring mental health disorders.

Preferred Skills/ Experience

- The VISTA should have an interest in social justice, particularly around substance use prevention and health access.
- The VISTA should also have experience in writing, research, and project management.

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Age-Friendly Philadelphia VISTA Mayor's Commission on Aging

Project Goal

Philadelphia has the highest overall poverty rate of the top 10 cities in the US and about one in 10 older people live in deep poverty or have a household income of < \$6,000. The WHO Global Network for Age-friendly Cities and Communities, was established to foster the exchange of learning between communities worldwide. The VISTA will work with MCOA, its key stake-holders and older consumers to develop an Age-Friendly City to support more low-income older Philadelphians in housing, transportation, health services, civic participation, and employment. The sustainable outcome is: an Age-Friendly Philadelphia, Livable City for All, with more services for low income elderly in the community.

VISTA Role

Support the development of the Age Friendly City, Livable Philadelphia action plan for addressing poverty through awareness, research and engagement of older Philadelphians in the process.

Key Activities

- Research towards the implementation of the action plan.
- Identify older Philadelphians and other stakeholders in City government, the non-profit and private sector to support planning related to housing, transportation and outdoor spaces and buildings
- Develop a template for tracking commitment, feedback and activities

Preferred Skills/ Experience

Our VISTA should have good analytical skills, comfortable with diversity of thought, able to effectively engage diverse stakeholder communities, and be proficient in Excel.



H.O.P.E VISTA

Mayor's Office of Public Engagement, Mayor's Office of Youth Engagement

Project Goal

The purpose of the Office of Youth Engagement is to support Millennial & Gen Z Philadelphians navigate local government, engage more deeply with their communities, find opportunities for professional development, and represent their collective voice to the administration. The Office of Youth Engagement would utilize support from a VISTA to begin to build out a comprehensive Youth Work Study Program that would pay high school students to work within City departments & prepare those trending toward vocations/career & technical education for the City's Civil Service Test. This would result in more stable jobs income and ultimately intergenerational wealth for low-income millennials and gen z.

VISTA Role

The VISTA will conduct research, do stakeholder mapping and develop partnerships to create workforce opportunities for millennials and genZers experiencing poverty.

Key Activities

- Provide research on the current landscape of Millennial and Gen Z individuals in Philadelphia as it pertains to their current economic status
- Develop a comprehensive list of service providers/nonprofit organizations in Philadelphia that are currently working in the youth workforce development space
- Conduct outreach to the corporate community in an effort to gauge interest in supporting a City-driven work study program
- Support the development of a steering committee to begin strategic planning

Preferred Skills/ Experience

- Interest in Youth Advocacy
- Interest in Workforce Development
- Interest in Systems Building
- Excellent Written/Verbal Communication/Outreach Skills
- Organizational Skills
- Team Player

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Black Male Partnerships VISTA Mayor's Office of Public Engagement, Office of Black Male Engagement

Project Goal

The Resource Directory VISTA will be responsible in collecting and organizing important contacts and resources that directly impact Black men and boys. They will create a digital database of all community based organizations, City agencies, non-profit organizations, government officials, Black owned businesses, and other related programs and businesses that can assist in transforming the narrative of Black men and boys in the City of Philadelphia. According to the Brotherly Love Health Report, roughly 23% of Black men are living poverty. Some of this exists because the support systems in place to help are not as connected as we can be. The Office of Black Male Engagement wants to create a database where we can begin to fill those gaps.

VISTA Role

The Partnerships Development VISTA will create a sustainable Black male needs assessment and resource map in order for OBME to build and maintain strong relationships with community stakeholders.

Key Activities

- Stakeholder mapper- who and where services for black men are and what they are doing
- Using the stakeholder map, identify gaps in services and propose partnerships and resources to meet these needs
- Needs Assessment - compiling current contacts, updating current contacts especially around key focus areas of the office (education, financial wellness, violence prevention)

Preferred Skills/ Experience

- Proficiency in spreadsheets
- Good communication and organizational skills
- Able to attend Office of Black Male Engagement events

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Affordable Reentry Housing Policy for Women VISTA Mayor's Office of Public Engagement, Office of Engagement for Women

Project Goal

Following the May 2018 2nd Women in Reentry Day Symposium organized by the People's Paper Co-op, the Village Arts and Humanities and the Philadelphia Community Bail Fund, People's Paper Co-op Fellows, issued their report: "Women's Bill of Rights: A Blueprint for Keeping Women Free" published in the Philadelphia Commission for Women's 2018 Annual Report. The women identified housing and family/community reunification as priorities. There are no programs in Philadelphia that serve this need. This is especially important since 60 % of incarcerated women are mothers. The goal of this VISTA project would be to explore existing family housing options for formerly incarcerated women; identify the gaps; and identify resources to close the gap.

VISTA Role

The VISTA will identify the current status of affordable housing for reentering women with children, identify the gaps in housing and housing policy and identify resources to close the gap.

Key Activities

- Asset mapping of affordable housing for returning women with children
- Identify what if any policies exist to address housing needs for women with children
- Identify national examples of how other municipalities are addressing housing needs of women with children
- What policies need to be put in place to address the housing needs of returning women with children
- Identify community partners as participatory stakeholders.

Preferred Skills/ Experience

- A VISTA member needs to have excellent written and verbal communications skills;
- An understanding of intersectional feminism that takes into account how variables such as race, ethnicity, economics, lgbtq status, age, disAbility, etc. influence how women experience gender inequality;
- Have a level of cultural competency to work with diverse community members
- Have the ability to independently conduct research to examine the landscape of housing resources for returning women with children.

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Poverty and Policy Research VISTA Mayor's Policy Office

Project Goal

The goal of this VISTA project is to assist the Mayor's Policy Office (MPO) in the development of a supplemental poverty measurement tool, which may inform future policy and funding priorities within the City's anti-poverty strategy. Poverty is currently measured solely by one's income. Yet, many Philadelphians experiencing poverty rely a variety of subsidies to stay afloat. MPO, in collaboration City departments, aims to develop a policy that stabilizes our most vulnerable, increase incomes, and invests in the future. To ensure effective policy Philadelphia would like to build a supplemental poverty index that can measure impact beyond income and help us lift residents out of poverty.

VISTA Role

The Poverty and Policy VISTA will assist the Mayor's Policy Office in the development of a supplemental poverty measurement tool for the City of Philadelphia.

Key Activities

- Research components of structure and inputs for a supplemental poverty measurement tool
- Assist with the design of the tool
- Research existing local data sources and identify where additional data is needed
- Support the development of a survey tool that will inform the design of a supplemental poverty measurement tool.

Preferred Skills/ Experience

- Experience with Statistical Analysis
- Including familiarity with r and other statistical software
- Quantitative and qualitative research background preferred
- Strong presentation skills

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Workforce Education VISTA Office of Adult Education

Project Goal

The VISTA will continue building the Office of Adult Education's (OAE) capacity to implement Philadelphia's workforce strategy, focusing primarily on a specific recommendation: address underlying literacy and digital skill barriers that prevent over 550,000 Philadelphians from accessing meaningful careers.

The VISTA will also support the implementation of two other recommendations in the strategy (1) develop and implement population-specific strategies to promote career pathway success, starting with: Opportunity Youth/Young Adults, Returning Citizens, and immigrants, and (2) strengthen work-related supports for Philadelphians living in poverty.

These interventions will alleviate poverty by increasing access to family-sustaining wages.

VISTA Role

Develop and implement protocols and procedures for maintaining resources and tools

Key Activities

- Create processes for sharing and maintaining inventory for workforce-related digital literacy training and resources finalize and pilot resource for practitioners to build their capacity to support digital literacy in ESL programs
- Implement strategy for sharing directory of resources for adult learners with relevant stakeholders
- Provide technical assistance to OAE partners on how to effectively use resources that have been developed

Preferred Skills/ Experience

- Strong writing skills
- Strong computer skills
- Ability to work with diverse populations
- Strong organization skills
- Interest in digital literacy a plus

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Community Schools Workforce Literacy VISTA Office of Adult Education

Project Goal

For FY21, we will be using the recommendations from the FY20 VISTA project to implement a full scale adult education program in community schools. With the capacity building support of the VISTA, we will develop and evaluate our new performance metrics and provide technical support to Providers.

VISTA Role

For FY21, the VISTA will be helping us to evaluate our new performance metrics and provide technical support to Providers.

Key Activities

- Work with Student support services coordinator to implement tiered attendance intervention (related to retention)
- Provide technical support for Providers on program administration, including specifically data management and recruitment activities at school
- With support, developing a plan for professional development and training opportunities for FT/PT teachers for full scale adult education program

Preferred Skills/ Experience

Bi-lingual in Spanish preferred, also experience working in community outreach



Community School Parent and Community Engagement VISTAs Office of Children and Families

Project Goal

The Community and Parent Engagement VISTAs will create a system of capacity-building opportunities for communities to engage with each other that enhance school climate – a key piece of achieving school readiness in grades K-12. By developing regularly occurring opportunities at the school or nearby, communities will have structured opportunities to volunteer and build community at the school and neighborhood level. The VISTA will be responsible for working with the Site Coordinator and the FACE liaison to ensure new opportunities supplement existing family and community engagement efforts. The project goal is to increase the quality and quantity of opportunities, the number of new volunteers, and the sustainability of the opportunities.

VISTA Role

The Community and Parent Engagement VISTA focuses on expanding services and resources to families in Philadelphia Community Schools as well as on engaging families and community members in ways that ensure they are part of sustainable solutions helping students succeed.

Key Activities

- Support parent and family engagement through database creation, creating outreach and engagement systems, and researching engagement best practices
- Collaborate with staff, partners, parents and the community to implement and assess programming and activities that support students and align with each school's needs and goals.
- Develop and assess engagement opportunities within the school or school community like service days, volunteer opportunities and community events.
- Increase the number of volunteers at the school who are vetted through SDP's volunteer system.

Preferred Skills/ Experience

- Bi-lingual candidates preferred
- Effective oral and written communication with a variety of audiences (ie., from city officials to community members)

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Workforce Data Systems VISTA Coordinator Office of Workforce Development

Project Goal

The goal of this project is to build capacity across anchor institutions citywide (including, but not limited to: City of Philadelphia, Community College of Philadelphia, Philadelphia Works Inc. and School District of Philadelphia) to both share data across systems, and use that data to make critical programmatic and funding decisions aimed at improving the overall efficacy of the public workforce system.

VISTA Role

The Workforce Data Systems Coordinator will build capacity across anchor institutions to share workforce-related data, and to use that data to make critical programmatic and funding decisions in support of Fueling Philadelphia's Talent Engine, our citywide workforce development strategy.

Key Activities

- Codify, in partnership with stakeholders, the research questions to be answered via cross-systems data sharing.
- Support the development of new data sharing agreements/partnerships.
- Document current and support potential new opportunities to share data across institutions, with a focus on linking workforce program participant data over time and across systems.
- Build and support cross functional data teams comprised of data and content area experts to guide data sharing and analysis practices.

Preferred Skills/ Experience

- Looking for a VISTA with strong writing and research skills.
- Background in quantitative data systems and/or analysis preferred.



Fines & Fees Reform VISTA Office of Community Empowerment and Opportunity

Project Goal

The goal of this VISTA project is to assist us in building a coalition of City departments that will work to reform fines and fees in Philadelphia to be more equitable to low income individuals and communities of color. Currently, many fines and fees assessed in Philadelphia are assessed without regard for an individual's ability to pay. This leads to low-income individuals with outstanding amounts owed and heightened, inefficient collection costs. As an example, after 10 years, over half of all fines and fees assessed to criminal defendants in Philadelphia courts remains uncollected. Research performed by the ACLU of Pennsylvania suggests that individuals with an ability to pay always do, which includes low-income individuals assessed relatively low fine and fee amounts. The problem is that fines and fees are often assessed without regard for an individual's ability to pay. The VISTA will help us to convene and build a coalition of City departments and external stakeholders to reform the City's fines and fees so that they are better tailored to individual's ability to pay.

VISTA Role

The role of the VISTA will be assist in coalition building and research related to our fines and fees reform efforts.

Key Activities

- Prepare communications to departments engaged in this work, organize convenings and side meetings, staff meetings, and prepare minutes
- Research relevant questions, which could include preparing reports on the activities of City Departments, researching innovative approaches from other cities, and researching the latest analysis and proposal with regard to fines and fees
- In consultation with all stakeholders and at the direction of CEO leadership, prepare communication materials and final recommendations to reform fines and fees

Preferred Skills/ Experience

- Research, analysis, planning, and evaluation.

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Financial Equity VISTA Office of Community Empowerment and Opportunity

Project Goal

Over the last 3 years, we have had a VISTA assist us in assessing why certain populations are under-served by our financial inclusion programming. Following on that success, we are seeking VISTA support in assessing under-served populations in other programming, specifically our financial counseling programming. The VISTA will work with our Financial Empowerment Center (FEC) staff to understand why certain populations experiencing poverty are not proportionately served by our financial counseling services and design remedies. Our FECs provide one-on-one financial counseling to individuals to help them reduce debt, increase savings, improve credit, and gain greater financial inclusion. They are a significant support to economic mobility for those living in poverty, and over half of the FEC clients have incomes below 125% of the poverty level. The goal of this work is to help us re-design these services in a way to better meet the needs of all people living in poverty. We feel there is a need for this because, while 24% of people living in poverty in Philadelphia are Hispanic, only 12% of FEC clients are Hispanic. Similarly, 55% of all people living in poverty in Philadelphia are men, but only 27% of FEC clients are. We need VISTA support to redesign our services to better meet the needs of these and other underserved populations.

VISTA Role

To assess the reasons why our financial counseling services are not reaching the needs of all populations experiencing poverty.

Key Activities

- Collect and review data from the last 7 years of Financial Empowerment Center (FEC) services, identifying areas where our services are failing to meet the needs of underserved individuals in Philadelphia, specifically Latin Americans and men of color
- Design a fact-gathering plan to understand the needs of underserved populations, working closely with the communities we are seeking to serve and social service providers in those communities to understand their need
- Implement and complete that fact-gathering plan
- Work with our FEC counselors to understand the gaps in their service provision and how to better meet the needs of underserved population
- Prepare a report with recommendations for how to improve our FEC services

Preferred Skills/ Experience

- Data analysis, community engagement, and program assessment.



Promise Zone VISTAs Office of Community Empowerment and Opportunity

Project Goal

The West Philadelphia Promise Zone will begin the sixth year of the ten year federal designation. With a strong foundation of more than 100 Promise Zone partner agencies implementing a collective impact strategy, VISTA members can focus on the work that supports resident capacity building and the supports needed to make our work sustainable for community based organizations, civic and resident groups. Our goals include: 1. Comprehensive data, reporting, and policy analysis 2. Greater community capacity building and volunteer engagement 3. Targeted youth engagement 4. Continued communications and resident engagement 5. Funding sustainability.

VISTA Role

Promise Zone VISTAs will support residents and over 100 partner agencies to create greater access to opportunity in the West Philadelphia Promise Zone

Key Activities

- Under the supervision of the Director of Place Based Initiatives, the Promise Zone VISTA will support the collective impact strategy by engaging over 100 partner agencies, residents, and community-based organizations.
- Data, Reporting and Policy Analysis
- Community Capacity Building
- Communications & Resident Engagement
- Funding Sustainability

Preferred Skills/ Experience

- Strong writing and communications skills
- Knowledge of Microsoft office
- Social media tools, and basic web-based technologies (Zoom, Wix/SquareSpace/ Survey Monkey, etc.);
- Basic Knowledge of statistics; Familiarity with Census Data and other openly available data sources; Public Speaking experience.

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Eviction Prevention Policy VISTA Office of Community Empowerment and Opportunity

Project Goal

In Philadelphia, over 22,000 evictions are filed each year, a majority due renters' inability to afford housing. New research has demonstrated a strong connection between housing instability and persistent poverty, especially for women with children. In June 2018, the Mayor's Task Force on Eviction Prevention and Response issued a report outlining a series of recommendations to address the eviction crisis in Philadelphia. The Eviction Prevention Policy VISTA will build the capacity of a cross-sector implementation team convened to carry out the recommendations of the Task Force. The Eviction Prevention Policy VISTA will research best practices, support new programming, analyze data, evaluate programs, and manage working group meetings.

VISTA Role

The Eviction Prevention Policy VISTA will build the capacity of a cross-sector implementation team convened to carry out a series of priority recommendations designed to reduce eviction filings and increase housing security.

Key Activities

- Implementing and improving communications and engagement tools for partners and stakeholders, including reports and templates
- Researching funding sources and writing grants to support specific eviction prevention projects
- Compiling data and developing formats for reporting on team metrics
- Capacity support for an expansion of a landlord-tenant mediation pilot and for a new public awareness campaign
- Outreach to targeted communities, including curriculum development, recruiting and engaging new partners, and training/capacity building

Preferred Skills/ Experience

- The Eviction Prevention Policy VISTA would be expected to gain an in-depth knowledge of the process of eviction in Philadelphia, including relevant state and local laws.
- Have strong analytical and time management skills, and be enthusiastic about interacting with diverse stakeholders.
- Excellent communication skills (written and verbal), as well as quantitative and qualitative data analysis are preferred.

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Program Development VISTA Office of Immigrant Affairs

Project Goal

According to a 2016 Pew Report, Philadelphia is the poorest large city in the US. The unemployment rate is 6.8%, nearly two percentage points above the national average. Another 2018 Pew report on immigrants finds poverty rates similar to the city average. Since 2016, Philadelphia has either passed or started implementing ordinances addressing systemic factors exacerbating poverty. Such laws include the Wage Theft ordinance, Paid Sick Leave law, Fair Work Week, etc. Immigrants comprise large sections of the affected workforce, yet are less likely to know about these laws. As such, this project will facilitate targeted outreach to immigrant communities.

VISTA Role

The Year 3 OIA Program Development VISTA will deepen existing relationships with the Office of Wage and Benefits Compliance in the Mayor's Office of Labor as well as with other city departments or community networks that can help with outreach on workplace standards or regulations that improve overall economic empowerment.

Key Activities

- Strengthen relationship with City partners like the Mayor's Office of Labor. Activities can include: formalizing regular meetings; implementing programs based on research and findings of Year 2 VISTA (i.e., community regrant program); continue coordinating outreach materials as new labor ordinances are implemented; continue testing with partners who can continue outreach into immigrant communities the effectiveness of OIA toolkits, language access best practices, and other resources.
- Based on Year 2's research, formalize outreach schedule with Office of Adult Education and select ESL providers like the Center For Literacy.
- Create necessary outreach materials targeting immigrant communities for other areas that may affect the ability to be economically empowered. This may include drafting flyers on notario fraud, housing rights, etc. but can also include exploring other forms of outreach like YouTube videos where we can easily add subtitles in different languages.
- Research policy problems as they arise. This has included issues involving immigration enforcement in the workplace.

Preferred Skills/ Experience

- Highly-motivated and able to work independently.
- Strong writer and critical thinker.
- Ability to do research.
- Must have experience in community organizing and must be able to navigate relationships with marginalized communities.
- Skills in another language a plus.

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Hub of Hope VISTA Office of Homeless Services

Project Goal

Philadelphians experiencing poverty often lack access to safe and affordable housing. There are an estimated 1,400 unsheltered individuals in Philadelphia and many more people that do not have permanent places to stay during the daytime. The Hub of Hope, public-private-non-profit collaboration, provides daytime services such as laundry, meals, and showers as well as onsite medical, dental, and case management services to the most vulnerable. The Hub of Hope VISTA will engage with non-profit organizations, establish partnerships, and support partners in order to plan and implement best practices in service provision at the Hub of Hope to meet the needs of clients while they transition to stable housing and self-sufficiency.

VISTA Role

The Hub of Hope VISTA will work with non-profit service providers to expand services at the Hub of Hope, a daytime engagement center for homeless and vulnerable individuals, oversee the evaluation of services, and ensure connections between services and housing opportunities.

Key Activities

- Expand current service provision at the Hub of Hope and expand the operational capacity of existing service providers at the Hub of Hope and in their other community based sites.
- Collaborate with Hub of Hope staff and service providers to ensure that there is a continuum between access to services at the Hub of Hope and housing opportunities.
- Create systems for the evaluation of services that providers deliver to Hub of Hope clients.
- Research how the Hub of Hope service-provision model can be replicated for other daytime engagement centers throughout the City.

Preferred Skills/ Experience

- The VISTA should have excellent research skills.
- Writing, and communication skills and the ability to work independently and on a team.
- They should also have time management, interpersonal, and problem solving skills.
- An interest in addressing homelessness in Philadelphia is strongly recommended.

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Kensington Transition to Housing First VISTA Office of Homeless Services

Project Goal

The opioid crisis is a complex health and social issue negatively impacting Kensington and surrounding neighborhoods in Philadelphia. As a result, there is an unprecedented, increasing number of unsheltered individuals living in encampments and spread through the community. The project will support efforts that increase access to safe and affordable housing for those experiencing homelessness and at imminent risk of homelessness. The VISTA will engage the public and bring interests and assets from within the community together with external stakeholders to create community-based solutions that build capacity and can be used as a model to increase future preparedness to address public health and societal issues in Philadelphia.

VISTA Role

The Kensington Transition to Housing First VISTA will take a collective impact approach towards the development of strategies and programs aimed to reduce the unsheltered population, prevent encampments and build community capacity to address the opioid crisis and increase access to housing in Kensington.

Key Activities

- Create systems to enhance communication among homeless outreach teams, social service, treatment, and housing providers in Kensington to reduce the number of unsheltered individuals in Kensington.
- Create materials, convene strategy meetings, and recruit and train volunteers to conduct street outreach with meal providers and social service providers on reducing waste and litter in Kensington.
- Use strategies informed by the community to address encampments and increase housing opportunities in Kensington and plan to expand the strategies throughout Philadelphia.
- Identify methods to expand shared housing, master leasing, and shallow rent programming. □

Preferred Skills/ Experience

- The Office of Homeless services seeks a passionate, outspoken, and highly organized VISTA member to join our efforts to fight homelessness and opioid use disorder.
- Member strengths should include written and verbal communication, problem-solving, and time management.
- The VISTA member may find it beneficial to have experience working with vulnerable populations, research and evaluation experience, and the ability to work autonomously and/or with a team to move projects forward.
- An interest in addressing housing insecurity and opioid use disorder is also recommended.
- A general knowledge of housing policy, mental health, substance abuse disorder, poverty and social welfare policy, and/or public health is a plus.

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Neighborhood Engagement VISTA Office of Homeless Services

Project Goal

The Neighborhood Engagement VISTA has an integral role in assisting the Office of Homeless Services in expanding the Coordinated Entry and Assessment-Based Housing Referral System (CEA-BHRS) throughout Philadelphia. CEA-BHRS is a streamlined and standardized process of connecting individuals and families at-risk of, or currently experiencing homelessness to housing and services that end their housing crisis. The VISTA will assist with developing and refining CEA-BHRS operations, specifically focusing on efforts to increase access for those who do not access services through traditional, well established access points or shelters. The goal of this VISTA project is to connect more people experiencing homelessness to housing.

VISTA Role

Assist with efforts to increase access to housing for people experiencing homelessness.

Key Activities

- Provide technical assistance and guidance to mobile assessors and at least one new access point via onsite support and regular check-in meetings
- Collect and analyze data around who access points and mobile assessors are serving, gaps in services provided, and resources needed to expand efforts
- Document lessons learned and recommendations to improve access point and mobile assessor operations
- Develop a toolkit for setting up additional access points and/or increasing the number of mobile assessors

Preferred Skills/ Experience

The Office of Homeless Services seeks a VISTA member whose strengths include project management, collaborating with multiple stakeholders, the ability to work both autonomously and as part of a team, and has basic skills in Microsoft Office software (Word, Excel, and PowerPoint) and data analysis.

An interest or basic understanding of homeless services, program development, and working with vulnerable populations is preferred.

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Workforce Development VISTA Office of Homeless Services

Project Goal

The Office of Homeless Services (OHS) strive to increase long-term housing stability, connect people in the homeless system to workforce development and employment opportunities. Most people who have experienced homelessness need and want a living wage job to remain housed. We will establish a strategic partnership with the City's workforce development system and identify opportunities to connect people with existing jobs and/or create new jobs that meet their needs. The Workforce Development VISTA would help assess barriers to individuals accessing FSS and develop processes that will connect more individuals in Rapid Rehousing and Transitional Housing to FSS and help them understand the available pathways to permanent employment.

VISTA Role

The Workforce Development VISTA will work to create and help build the capacity of employment programs targeting the vulnerable homeless population of Philadelphia

Key Activities

- Host focus group sessions to assess unforeseen barriers that are faced by individuals in transitional, rapid and permanent housing in regard to gaining employment
Facilitate Focus Group Sessions to foster community engagement and build trust amongst the target community.
- Update the employment by-name-list, call sheet, creating a call script, creating and dispersing outreach materials for participants and case managers about FSS, using the results of the focus group sessions to develop the best processes to engage individuals in FSS.
- Research best practices for supporting vulnerable individuals in maintaining long term employment. Assist in referring and connecting individuals in Rapid Rehousing, Transitional and Permanent Housing programs to First Step Staffing to seek employment opportunities that will lead to pathways to permanent employment.
- Coordinate FSS orientation events in the community and city settings for participants
Coordinate communication between OHS housing programs, program participants and FSS.
Engage with OHS housing program participants by informing them of opportunities and pathways to permanent employment through CareerLink and PhillyWorks.

Preferred Skills/ Experience

No experience necessary

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Training and Instructional Capacity VISTA Office of Homeless Services

Project Goal

The goal of the Office of Homeless Services is to make homelessness rare, brief, and non-recurring. Essential to this mission is to provide training to the large network of organizations that directly service people who experience poverty and homelessness. The VISTA member will provide training that builds capacity and creates sustainable outcomes for OHS staff, housing providers, shelter providers, safe-haven providers who serve the current needs of people who experience poverty and homelessness.

VISTA Role

The Training and Instructional Capacity VISTA will develop educational programs and materials as well as assist with curriculum design, implementation, and evaluation.

Key Activities

- Design curriculum and deliver a variety of trainings throughout the provider network
- Develop e-learning modules and online trainings for OHS Staff and provider community
- Building an online database of trainings that will be utilized by OHS staff, housing providers, shelter providers, safe-haven projects, and organizations that deal with specialized populations (eg. youth, elderly, and veterans).
- Assist in organizing symposiums that include advocates, providers, and persons with lived experience
- Research training materials, methods, content, and best practices of other HUD funded training programs

Preferred Skills/ Experience

- Solid public speaking
- Teaching and/or training experience would be beneficial
- The ability to work with various software platforms and and/or prior experience with instructional design and development of online courses would be an added plus

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Health Equity VISTA Philadelphia Department of Public Health

Project Goal

Many of the families served by Philadelphia Department of Public Health, Division of Maternal, Child, and Family Health (MCFH) programs are families that experience poverty. Poverty & racism perpetuate health inequity & put families at risk for negative health experiences and outcomes such as maternal & infant mortality. The VISTA will develop a health equity workshop series, a health equity committee, & health equity metrics for MCFH. These activities will help MCFH build internal capacity to better serve children and families. Staff will learn about the relationship between health equity, structural racism, & maternal & child health outcomes, and make improvements on incorporating a health justice lens to all programmatic & internal work.

VISTA Role

The role of the Health Equity VISTA will be to build internal capacity for MCFH staff to understand and address health disparities and health equity among the families they serve, through applying a health justice lens to all MCFH work.

Key Activities

- Collaborate with MCFH staff to develop a series of health equity workshops
- Work with MCFH Evaluation and Surveillance Team to develop health equity metrics for all program evaluations
- Develop a health equity committee for MCFH

Preferred Skills/ Experience

- Understands the importance of quantitative and qualitative data
- Passionate about racial justice
- Works well in a team and independently
- Knowledge of health equity, social determinants of health, and systemic racism

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A Running Start – Health VISTA Philadelphia Department of Public Health

Project Goal

The relationship between health and poverty has been called the “health-poverty trap”: poverty prevents people from achieving good health, which affects their ability to earn a living, which prevents them from escaping poverty...and the cycle continues. The Philadelphia Health Dept has launched A Running Start – Health, a citywide initiative to improve children’s health (birth-5) by focusing on 10 key areas to address the major health challenges children face. Over 3 years, VISTAs will help design, implement, evaluate, and sustain 3 pilot programs focused on breastfeeding, developmental screening, and book distribution. The goal is for all pilots to be scaled, sustained, and working effectively to improve children’s health citywide.

VISTA Role

The A Running Start – Health VISTA will focus on activities dedicated to the design, implementation, evaluation, and sustainability of three pilot programs to improve children’s health as part of the A Running Start – Health initiative; the programs focus on 1) increasing breastfeeding duration, 2) screening children for developmental delays and referring to Early Intervention services, and 3) distributing books to low-income families.

Key Activities

- Implementation: Facilitate stakeholder trainings prior and during program launch, assist with quality assurance/quality improvement activities.
- Evaluation: Participate in data collection activities for research purposes.
- Sustainability: Grant writing support to obtain funding for program continuation.
- Support activities related to the A Running Start – Health initiative.

Preferred Skills/ Experience

- Interested in maternal and child health
- Highly organized and thorough
- Strong interpersonal skills since work will include interacting with stakeholders during trainings and data collection efforts

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Discover Benefits Housing Programs VISTA Office of the Chief Administrative Officer

Project Goal

One-third of Philadelphia homeowners spend more than 35% of their income on housing. The Discover Benefits project enhances the utility of City services by combining the eligibility questions for 32 benefits programs, including mortgage, rental, and tax assistance programs for low-income residents onto a publicly available self-screening online tool. These programs help our neediest residents stay in their homes. This tool connects residents to 32 programs they may be eligible for. The VISTA will run focus groups with residents to collect feedback, ensure equitable deployment, and build capacity at community organizations to encourage tool use. Their recommendations will inform tools and build long-lasting implementation partnerships.

VISTA Role

The VISTA will connect more Philadelphians with the housing benefits and services they deserve by engaging community groups as project partners, building a toolkit of resources to help community organizations effectively administer the Discover Benefits screening tool, and collecting vital feedback from community organizations.

Key Activities

- The VISTA will conduct stakeholder mapping of community organizations and advocates in targeted neighborhoods, laying the foundation for coalition-building with community organizations who can support residents in using Discover Benefits.
- The VISTA will create a suite of tools for gathering user feedback including interview guides and simple feedback questionnaires and pilot them at community sites alongside staff. The VISTA will build capacity at partner community sites to monitor and collect user feedback in an ongoing capacity by creating training materials.
- The VISTA will support the capacity building for internal City staff to monitor program utilization and analyze data collected at community partner sites and make recommendations for additional benefits programs to add to the Discover Benefits application.

Preferred Skills/ Experience

- Bi-lingual in Spanish and/or Mandarin is a plus but not required
- A passion for community engagement and coalition-building
- Experience or desire to learn data collection techniques
Ability to work autonomously and with a team to move a project forward
- A general interest in addressing housing insecurity

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Reentry Workforce Development VISTA Office of Reentry Partnerships

Project Goal

Returning citizens experience many barriers that keep them poor by limiting access to employment/career pathways to economic stability. Philadelphia needs better cross-sector collaboration to make appropriate resources and opportunities available. The Reentry Workforce Development VISTA will help develop the capacity of reentry stakeholders (City depts, criminal justice agencies, Reentry Coalition providers, formerly incarcerated Philadelphians) & workforce development stakeholders (City depts/task forces, training/education institutions, service providers, & employers) to implement cross-system initiatives to connect more returning citizens to workforce dev. opportunities including education, training, job placement, & career pathways.

VISTA Role

The Reentry Workforce Development VISTA will research best practices, liaise with the Office of Workforce Development and the Reentry Coalition's Employment Subcommittee to gather and disseminate information, and contribute to strategy development to launch the Office of Reentry Partnerships' workforce development efforts.

Key Activities

- Research best practices and practices in other jurisdictions for 1) employer engagement, 2) industry partnerships, and 3) workforce development services/program referral networks in the context of reentry.
- For each of those three areas, liaise with the Office of Workforce Development and the Reentry Coalition's Employment Subcommittee to understand shared goals, gather and disseminate relevant information, and support the development of cross-system initiatives.
- Identify related opportunities for training and capacity-building of stakeholders including City departments, criminal justice agencies, Reentry Coalition providers, formerly incarcerated Philadelphians) & workforce development stakeholders (City departments/task forces, training/education institutions, service providers, & employers).

Preferred Skills/ Experience

- Assertive or charismatic, dynamic and motivated
- Flexible and adaptable
- Comfortable working independently, taking initiative and making decisions within the framework of established goals and guidelines – as well as working effectively with team members/ in groups
- Strong interpersonal skills, comfortable with outreach and interaction with diverse agencies and organizations, and their representatives
- Resourceful, strong problem-solving skills, and possess basic qualitative and online research skills
- Knowledge of standard software applications (comfortable on a computer)
- Able to analyze and synthesize information Communicate effectively in both oral and written forms with people with diverse backgrounds

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Reentry Housing VISTA Office of Reentry Partnerships

Project Goal

Returning citizens face challenges obtaining safe, affordable housing. When basic housing needs go unmet, people transition from incarceration with nowhere to live, with dramatic consequences. We need better cross-sector collaboration to make appropriate resources available. The Reentry Housing VISTA will help develop the capacity of reentry stakeholders (City departments, criminal justice agencies, Reentry Coalition service providers, formerly incarcerated Philadelphians) and housing stakeholders (City depts, task forces, housing agencies, service providers, landlords, real estate management companies) to implement cross-system initiatives to more effectively connect formerly incarcerated Philadelphians to safe, stable housing.

VISTA Role

In Year 1, the Reentry Housing VISTA will research best practices, liaise with the Office of Homeless Services and the Reentry Coalition's Housing Subcommittee to gather and disseminate information, and contribute to strategy development.

Key Activities

- Research best practices for 1) landlord and real estate management company engagement, 2) public education about housing rights, 3) screening incarcerated and formerly incarcerated individuals' housing needs, and 4) program elements of successful reentry housing services, including for special populations 5) cross-sector coordination of housing-related referrals and service linkages.
- For each of those three areas, liaise with the Office of Homeless Services, the Department of Behavioral Health and disAbility Services, and the Reentry Coalition's Housing Subcommittee to understand shared goals, gather and disseminate relevant information, and support the development of cross-system initiatives.
- Identify related opportunities for training and capacity-building of stakeholders including City departments, criminal justice agencies, Reentry Coalition service providers, housing agencies, different types of landlords, and real estate management companies.

Preferred Skills/ Experience

- Assertive or charismatic, dynamic and motivated
- Flexible and adaptable
- Comfortable working independently, taking initiative and making decisions within the framework of established goals and guidelines – as well as working effectively with team members/ in groups
- Strong interpersonal skills, comfortable with outreach and interaction with diverse agencies and organizations, and their representatives
- Resourceful, strong problem-solving skills
- Possess basic qualitative and online research skills
- Knowledge of standard software applications (comfortable on a computer)
- Able to analyze and synthesize information direct services

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Questions? Call us: (215) 686-0823 or email us: ServeVISTA@phila.gov

Community Engagement VISTA Philadelphia Parks and Recreation

Project Goal

The Philadelphia Parks and Recreation (PPR) Community Engagement VISTA will work on a pilot program that builds community engagement strategies through a neighborhood hub model. Through this work, the Community Engagement VISTA will increase access to city services, recreation and park facilities, and high-quality programs for youth and families in some of Philadelphia's most in-need communities. The Community Engagement VISTA will assist Philadelphia Parks and Recreation in building out new systems to support increased community engagement skills across the workforce, an inventory of available assets, resources, and programs, and increased social cohesion amongst community groups, volunteers, and program participants through targeted engagement and programming.

VISTA Role

The Community Engagement VISTA will lead engagement and outreach strategies in a neighborhood hub pilot program with the Philadelphia Parks and Recreation (PPR) to increase access to services and create a network of Philadelphia community members.

Key Activities

The VISTA will support Parks and Recreation engagement and program staff in activities related to the neighborhood hub pilot program, including:

- Perform neighborhood asset mapping in target neighborhoods, building an inventory of resources and identifying key stakeholders and community leaders.
- Develop engagement plans to solicit neighborhood input on Philadelphia Parks and Recreation programs and increase participation.
- Develop strategies for increased collaboration between Parks Friends Groups and Recreation Advisory Councils.
- Create training guide for Parks and Recreation staff on effective community engagement.
Perform data entry as needed.

Preferred Skills/ Experience

- Bilingual in Spanish preferred
- Experience working with diverse communities
- Customer Service

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